

# ANTI-BULLYING PLAN 2023

## Lynwood Park Public School

Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm. The NSW Department of Education requires all NSW public schools to have an Anti-bullying Plan which details the strategies implemented to reduce student bullying behaviours.

### Resources

The NSW anti-bullying website (see: <https://antibullying.nsw.gov.au/>) provides evidence-based resources and information for schools, parents and carers, and students. Schools are encouraged to visit the website to support whole-school prevention, early intervention and response approaches and strategies for student bullying behaviour.

### Lynwood Park Public School's commitment

Our school rejects all forms of bullying behaviours, including online (or cyber) bullying by maintaining a commitment to providing a safe, inclusive and respectful learning community that promotes student wellbeing. Executive staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

## 1 School culture and inclusion

All members of the school community are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments. School staff will actively respond to student bullying behaviour.

Our school engages in the following practices to promote a positive school culture.

### 1.1 Student assemblies

Student bullying and expectations about student behaviour will be discussed and information presented to promote a positive school culture where bullying is not accepted.

Dates	Communication topics
Term 1	Explicit school wide lessons in class and at stage assemblies focusing on the schools expectations and social and emotional wellbeing.
Term 2	Whole school lessons focusing on our schools expectations and areas of need based on PBL data evidence.
Term 3	National Day of Action Against Bullying and Violence discussed at assemblies to support activities completed in class. Whole school lessons focusing on our schools expectations and areas of need.
Term 4	Police Liaison Officer presentation on cyber safety and peer pressure. Bully No Way activities in all classrooms and discussed at stage based assemblies.

## 1.2 Staff communication and professional learning

Staff will be supported with professional learning that provides evidence-based ways to encourage and teach positive social and emotional wellbeing and discourage, prevent, identify, and respond effectively to student bullying behaviour.

Dates	Communication topics and Professional learning
Term 1	Wellbeing Policy revisited with all staff and ARCO procedures.
Terms 1-4	Weekly Stage team communication meetings to discuss concerns. Whole school staff training at TPL sessions.
Terms 1-4	Monthly Positive Behaviour for Learning (PBL) team meet to assess data and investigate behaviour systems/approaches underpinned by student wellbeing.
Terms 1-4	Anti bullying strategies reviewed and revisited.

## 1.3 New and casual staff

New and casual staff will be informed about our school's approaches and strategies to prevent and respond to student bullying behaviour in the following ways.

All new and casual staff are provided with a detailed explanation of whole school procedures and protocols to support the schools Anti Bullying and Student Welfare programs.

1. During their initial visit, there is an induction process where new staff members are informed of the processes and procedures when dealing with and/or preventing bullying behaviours. This is done by one of the executive members from the school.
2. New and casual staff are provided with a 'casual folder,' highlighting the school's expectations, class rolls, emergency procedures, notification of students with medical or special needs and the schools daily routine.
3. A new executive member is inducted by the Principal. The Schools approach and preventative strategies used by the staff at Lynwood Park Public School is clearly articulated.
4. Staff updated on PBL and directed to the online documentation that outlines student wellbeing policies and managing behaviours at a whole-school level. Displayed in each classroom is a set of clear PBL expectations that the teacher can refer to when dealing with conflict/behaviour/bullying.

## 2 Partnerships with families and community

Effective schools have high levels of parental and community involvement. This involvement is strongly related to improved student learning, attendance and behaviour. Our school proactively builds collaborative relationships with families and communities to create a shared understanding of how to support student learning, safety and wellbeing.

### 2.1 Website

Our school website has information to support families help their children to regulate their emotions and behaviour and develop socially. Information is provided to assist if children have been involved in bullying behaviour (as the person engaging in bullying behaviour, as the person being bullied or as the person witnessing the bullying behaviour).

The following are published on our school's website. Check the boxes that apply.

School Anti-bullying Plan

NSW Anti-bullying website

Behaviour Code for Students

## 2.2 Communication with parents

Our school will provide information to parents to help promote a positive school culture where bullying is not acceptable and to increase parent's understanding of how our school addresses all forms of bullying behaviour.

Dates	Communication methods and topic
Term 1	Meet the Teacher evening and Stage newsletter clearly defines the schools expectations. parent/teacher night - Defining student bullying and school supports
Terms 1-4	Regular section in the school newsletter regarding PBL expectations including a link to the school website and DoE policy.
Terms 1-4	Website updated with information re how to respond to issues at school
Term 4	Kinder orientation clearly defines the schools expectations and programs to all new Kinder parents.

## 3 Support for wellbeing and positive behaviours

Our school's practices support student wellbeing and positive behaviour approaches that align with our school community's needs.

Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum in Personal Development, Health and Physical Education (PDHPE).

Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following.

At Lynwood Park PS we believe all students have the right to feel safe and to be respected as unique human beings. Lynwood Park Public School is proactive in its approach to building a happy, safe and friendly climate where all students, staff and parents work towards the common goal of learning and tolerance in a safe environment. Our school is a 'Positive Behaviour for Learning' school, where the expectations are clearly stated and consequences clearly defined.

- \* Students are encouraged to report bullying incidents involving themselves and others.
- \* Students are taught the 'No. Go. Tell' strategy when dealing with unwanted actions by others.
- \* Kindy buddies to help with friendships and support across the grades.
- \* Social Skills program taught by Chaplain throughout the year
- \* PBL: Focus Areas, Fast and Frequent tokens recognising positive behaviours, Merit Awards
- \* PDHPE curriculum programs - upstander behaviours taught in Term 1
- Passive Play initiatives available to students across K-6
- Teachers act promptly when bullying is reported and provide feedback to students, parents and caregivers.

Completed by: Jessica Brady

Position: Relieving Assistant Principal/Classroom Teacher

Signature: \_\_\_\_\_ Date: 8.5.2023

Principal name: Leigh Bade

Signature: \_\_\_\_\_ Date: 8.5.2023